



AUGUST 2003

COMNAV SUBFOR RESERVE NOTE

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RESNOTE DISTRIBUTION SCHEDULE AND REQUIREMENTS:

This RESNOTE is distributed prior to the first drill weekend of each month. Paper distribution is mandatory for those reservists without E-mail. Unit COs should ensure the RESNOTE is distributed to all members in their unit. If you know of any Submarine Reservist presently serving outside of Program One, please forward a copy of this RESNOTE to them and invite them to send their e-mail address to the PCU. They will be added to the distribution list. Send e-mail input for upcoming RESNOTES to LCDR Will Duke (p8251r1@sears.com) (SUBLANT) or CAPT David Hill (hillhd@westinghouse.com) (SUBPAC).

WHAT'S NEW

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SUBMARINE ITEMS IN THE NEWS

- NASA recently conducted a study of how the U.S. Navy maintains it's impressive safety record. In light of the recent Columbia accident, new impetus has been given to the study begun last year. NASA has assembled a board of Navy members and consultants aimed to prevent such tragedies.
- Russia is planning to build three new nuclear submarines by 2010. The BOREY class SSBN would revitalize their ballistic missile submarine force.

UPCOMING EVENTS / HISTORY

AUGUST

- 1 AUGUST (1958) - USS NAUTILUS (SSN-571) submerges under Arctic ice cap near Point Barrow
- 3 AUGUST (1958) - USS NAUTILUS (SSN-571) is first ship to reach the geographic North Pole submerged
- 3 AUGUST (1970) - USS JAMES MADISON (SSBN-627) conducts first submerged launching of Poseidon nuclear missile off Cape Kennedy
- 12 AUGUST (1958) - USS NAUTILUS (SSN-571) arrives Portland, England completing first submerged under ice cruise from Pacific to Atlantic Oceans
- 17 AUGUST (1942) - Submarines USS NAUTILUS and USS ARGONAUT land 222 Marines on Makin Island, first amphibious attack made from submarines

SEPTEMBER

- 7 SEPTEMBER (1776) - David Bushnell attempts to destroy a British Ship of the Line, HMS Asia, in New York harbor with his submarine Turtle.
- 10 SEPTEMBER (1925) - Submarine R-4 rescues crew of PN-9 10 miles from their destination of Hawaii

- 11 SEPTEMBER (1942) - Pharmacist's Mate First Class Wheeler B. Lipes, USN, performs emergency appendectomy on Seaman First Class Darrell D. Rector, USNR, on board USS SEADRAGON on patrol in South China Sea.
- 16 SEPTEMBER (1958) - USS Grayback fires first operational launch of Regulus II surface to surface guided missile off CA coast; Missile carries first U.S. mail sent by guided missile.
- 28 SEPTEMBER (1850) - Congress outlaws flogging on Navy ships

For an engaging article on the history of Kings Bay, Georgia on its 25th Anniversary go to the following link:
http://www.jacksonville.com/tu-online/stories/072503/met_13115146.shtml

CMC NOTE



The Chief of Naval Operations has given us his vision for the future of our Navy in his “Sea Power 21” goals for this year. Sea Power 21 has become a household word for most of us, and has already impacted each of our careers in some way or other. The “personnel” chunk of Sea Power 21 is integral to the Sea Warrior element. I have talked with many of you about Task Force Excel (TFE) and the revolution in Naval training, and have even written on it in this publication. At first, my message was that TFE was coming fast and furious and that we needed to get engaged. Then, that it is here now and, if you aren’t already doing so, get engaged. And now we find that after being with us only a short time, TFE is already taking on many of the promised characteristics that were merely a loosely defined idea only a year ago, so ...please, get engaged! (<https://www.nko.navy.mil>). But, Task Force Excel is only one of the enabling initiatives that make up the larger Sea Warrior program. RADM Moran, Commander, Naval Professional Development Center, has said that “Sea Warrior will be the biggest change the US Navy has seen since nuclear power. You won’t even recognize the Navy in three years.” This is a testimonial as to how important this program is to your career. In this article, I will merely scratch the surface of Sea Warrior. But, by spending a little time learning about just what “Sea Warrior” is, you will be better able to tackle the more in depth descriptions of the program contained on the web. I strongly encourage each of you to ... get engaged.

Sea Power 21 is made up of seven major elements. It consists of four operational elements: Sea Strike, Sea Shield, Sea Basing and Force Net. These operational elements are supported by “human resource enablers” which make up the Sea Warrior element, and the “system process enablers” which make up the Sea Trial and Sea Enterprise elements. I will focus on introducing you to the Sea Warrior element in this article. Take away from this, that these elements, all of them, are destined to change our Navy dramatically and rapidly.

The Sea Warrior program consists of a Manpower element, a Personnel Management element, and a Training element. A few years ago, the buzz words around the force were “getting the right Sailor, in the Right place at the Right time with the Right skills.” Sea Warrior is the program or system that gives us a plan of attack to accomplish that paradigm. The manpower piece includes elements in recruiting and retention, attrition, force shaping, detailing, optimal manning, and sea swap, as well as traditional manpower activities done at the manpower shops. The personnel piece of Sea Warrior, puts into place innovative programs like Project SAIL and Task Force Excel. Project SAIL, as written, has little or no impact directly on our reserve force, however the trickle down affect cannot be overlooked. It is a detailing piece of the manpower game that puts the right

Sailor in the right place. For this element, your career progress will be driven by the needs of the force. Force needs will be rapidly integrated into the training track and job skill requirements for a given billet. How you fit in, as well as your skill level, qualifications, professional development, personal development, leadership, and performance will be tracked by the 5 vector model (5VM). (The 5VM was formerly the main element of TFE) Detailers and gaining commands can compare your skills against other personnel vying for the same billet. The more qualified you are, the better your chances of getting and keeping the billet you want. And finally, the training element that includes Task Force Excel and the revolution in training, and the recently established mentoring program, will prove to be the element that has the greatest and most immediate impact on our careers. Advancement will be tied to the 5VM, so it is important to all of our careers that we get and stay engaged in the Sea Warrior program and the Task Force Excel element. You will get help along the way from your assigned mentor, who will assist you in the planning and execution of your career progression. Sea Warrior with all its elements, provides the framework upon which your career will be built, and enables the level of professional development that is necessary to man the Navy of our future.

All of these initiatives, which are too numerous and too complex to be scrubbed here, rely heavily on new technologies. The corporate side of our nation has been busy embracing computer technology to do just the kinds of things that we are now undertaking. We are leveraging off of those successes to build a world class, information rich, personnel system that can truly match skills with billets rather than rely on the rating system we currently use. The implications are staggering.

So, now is the time to get smart about the Sea Warrior program and how you currently stack up. I recommend that you pay a visit to www.nko.navy.mil and read about Sea Warrior and get on track for the future. For those of you that are mentoring junior personnel, remember that Task Force Excel is the tool that hooks your protégé into the Sea Warrior program. For all Sailors of all ranks, Sea Warrior is **NOW!** Get engaged!

ETCM (SS) Chris Clark
COMNAVSUBRESFOR CMC

N77

SRWG (Formerly SWRPB)

The twenty-fifth meeting of the Submarine Reserve Working Group (SRWG) is scheduled for Friday, 07 November 2002, in the N77 spaces, Presidential Towers (formerly NC-1), located at 2511 Jefferson Davis Highway, Arlington VA.

The SRWG is composed of permanent reserve and active members from COMSUBLANT, COMSUBPAC, COMUNDERSEASURV, and OPNAV, and additional invited members as appropriate; and addresses the Submarine Reserve issues of highest concern. The SRWG considers the results of an assessment of the Submarine Reserve program from the previous year, and considers issues brought forth by TYCOM Deputies and EXCOMs. The SRWG then develops recommendations for the TYCOM Deputies and OPNAV (N77R) concerning performance goals for the next FY, ongoing measures of effectiveness, budgeting guidance for the next POM/PR submittal, and actions concerning personnel and community management issues.

The SRWG will provide recommendations on action items and policy affecting the Submarine Reserve Program to the Submarine Reserve Flag Executive Committee. Policy items are welcome to be submitted using the format below. The following is the suggested format for submitting policy items. Please forward the policy items to N77 Reps: CAPT John Hetrick (jphetrick@att.com), CAPT Jakubowski (wayne.j@erols.com), LT Trevor Henry (thenry65@hotmail.com) and the CSP/CSL/N77 RLOs (WilliaJR@csp.navy.mil; SimmonsMT@hq.sublant.navy.mil; john.croce@navy.mil).

Due date for policy items is 20 October 2003.

POLICY ITEM FORMAT

<format guidance: use 10 or 12 point type, limit to 1 page>

ITEM NUMBER: <to be provided by the board>

SUBJECT: <please limit to 1 sentence>

SUBMITTED BY: <rank> <name>; <unit>, <work & home phone numbers>, <email>

DISCUSSION: <state problem/situation, background, reference existing instructions, etc for the board to understand the basis of the recommendation>

RECOMMENDATION: <please make a specific recommendation in 1 sentence. Please number recommendations if there are multiple parts or options>

ACTION: <to be provided by the board>

COMSUBPAC

The COMSUBPAC RLO office has converted to the NMCI. The new E-Mail addresses are as follows:

CDR Hanson:	douglas.hanson@navy.mil
YNC Moore:	philip.j.moore@navy.mil
YN1 Ortiz:	rodolfo.ortiz@navy.mil

COMSUBLANT

From SUBLANT Force Director

With the results from the FY04 Apply board out and the end of the Fiscal Year approaching, I wanted to express my sincere appreciation to everyone for the hard work they have done this year. As we enter the final two months of the FY, it is time to really focus on keeping the momentum going. With that in mind, I want to layout some key events for the next several months:

- Video Teleconference (VTC): There will be a VTC on Saturday, 4 OCT 03, from 0900-1100. This is much earlier in the FY than in the past. The reason for moving it up is to provide the new COs an opportunity to hear our goals and objectives, meet the program Directors, and make sure that we are all on the same page. Because the Apply results were earlier this year, we have more time to prepare for Change of Commands. Doing the VTC early on Saturday should not conflict with Change of Command ceremonies. The VTC is mandatory for all new COs. For units conducting turnover in October, I encourage the outgoing CO to attend with his relief. All other units should have a representative participate, but it does not have to be the CO. Additional information on the specific logistics (i.e, locations and call in numbers), will be promulgated separately. CSL Det 306, Norfolk, will provide the coordinating support.

- Total Force Conference (TFC): The TFC is scheduled for 6-8 February, 2004 in Little Creek, VA. It is not too early to start talking to the active duty commanders about attending. As in the past, there will be two parts to the conference. Friday will be focused on the Active-Reserve partnership, and Saturday will be focused on the Reserve side. However, we are going to make some adjustments to how we conduct the conference to address some of the concerns that have been expressed in the past. Friday will continue to be a group meeting, similar to past conferences. On Saturday, we are going to try a multi-track approach to give the various types of units a chance to address topics that are relevant to them. Tentatively, there will be three tracks: an Operations track, a Maintenance/ Support track, and a SEA/Training track. The content for each track will be based on inputs received from the various units. If you have any suggestions on topics that you want discussed and/or proposed speakers, that information should be provided to CAPT Jim Gassaway for the Operations Track, CAPT Larry Davis for the Maintenance/Support track, and FMC Clark for the SEA/Training track. These individuals will be responsible for developing the agenda for their particular track. To allow time to plan for the conference needs, inputs should be provided to them by 1 November 2003. Proposed agendas and TFC logistics will be provided later.

- Boards: Typically, applications to be a member of one of the various boards (promotions boards, policy boards, etc.) are due during the first quarter of a Fiscal Year. If you are interested in being a member of a board, be looking for the message that provides the due dates for your package. In addition to being a very valuable professional development opportunity, it is also an important to the health and well being of the submarine community to have our community represented on the boards. Please give board participation careful consideration.

Congratulations

The results of the FY04 Apply board were released on July 11. Congratulations to all who were assigned billets. The competition was very fierce. Attachment A to the RESNOTE provides a list of all submariners in the Naval Reserve who received billets and non-submariners who received billets in Program 1 units. To our new COs and non-command O5s and O6s, welcome aboard. For those who are moving on to other programs, thank you for all you have contributed to Program 1 and to the Naval Reserve, we look forward to seeing you come back in the future.

NEW SUBLANT RLO

Welcome Aboard to CDR Michael Simmons who has relieved CDR Tom O'Keefe as SUBLANT RLO. Fair Winds and many sincere Thank-You's to CDR O'Keefe.

SUBMARINE SQUADRON SUPPORT UNIT, NORFOLK

Numerous opportunities are available to perform AT with SSSU Norfolk. View what's available by going to: <http://members.salts.navy.mil/nrssunorva> .

AT/ADT OPPORTUNITIES

COMCARGRU 4 Reserve Det 486 needs one 1125 O-3/O-4/O-5 to assist with shore support on the weekends of 31 August – 2 September and 6-7 September. For more information contact CAPT Gassaway at [JCGassaway @cs.com](mailto:JCGassaway@cs.com).

Exercise Global Guardian supporting Strategic OPS N93 needs two 1125's for AT from 20-31 October 2003. Top Secret Clearance is mandatory. Contact CDR Gasperoni at Richard.Gasperoni@ngc.com.